

NANCY L. ABELL (SB# 88785) *nancyabell@paulhastings.com*  
ELENA R. BACA (SB# 160564) *elenabaca@paulhastings.com*  
HEATHER A. MORGAN (SB# 177425) *heathermorgan@paulhastings.com*  
JOSEPH W. DENG (SB# 179320) *josephdeng@paulhastings.com*  
PAUL, HASTINGS, JANOFSKY & WALKER LLP  
515 South Flower Street  
Twenty-Fifth Floor  
Los Angeles, CA 90071-2228  
Telephone: (213) 683-6000  
Facsimile: (213) 627-0705

Attorneys for Defendant  
CINTAS CORPORATION

*Plaintiffs' Counsel Listed on Next Page*

UNITED STATES DISTRICT COURT

NORTHERN DISTRICT OF CALIFORNIA

SAN FRANCISCO DIVISION

ROBERT RAMIREZ, ROBERT  
HARRIS, LUIS POCASANGRE  
CARDOZA, JOSE SALCEDO, A.  
SHAPPELLE THOMPSON,  
CORETTA SILVERS (formerly  
VICK), SANDRA EVANS, BLANCA  
NELLY AVALOS, JAMES MORGAN  
and ANTHONY JONES, on behalf of  
themselves and all others similarly  
situated,

Plaintiffs,

vs.

CINTAS CORPORATION,

Defendant.

EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION,

Plaintiff/Intervenor.

CASE No. C04-0281-JSW

[RELATED TO CASE NO. C05-03145-JSW]

**JOINT STIPULATION OF DISMISSAL OF  
PLAINTIFF LUIS POCASANGRE CARDOZA'S  
CLAIMS WITH PREJUDICE AND ~~PROPOSED~~  
ORDER**

1 MORRIS J. BALLER (SB# 048928)  
ROBERTA L. STEELE (SB# 188198)  
2 NINA RABIN (SB# 229403)  
GOLDSTEIN, DEMCHAK, BALLER,  
3 BORGEN & DARDARIAN  
300 Lakeside Dr., Suite 1000  
4 Oakland, CA 94612  
Telephone: (510) 763-9800  
5 Facsimile: (510) 835-1417

6 PAUL STRAUSS (SB# 153937)  
ROBERT S. LIBMAN (SB# 139283)  
7 NANCY MALDONADO  
MINER, BARNHILL & GALLAND  
8 14 W. Erie Street  
Chicago, IL 60610  
9 Telephone: (312) 751-1170  
Facsimile: (312) 751-0438

10 Attorneys for Plaintiffs ROBERT RAMIREZ, et al.  
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**RECITALS**

WHEREAS, on August 3, 2005, Plaintiff Luis Pocasangre Cardoza (“Cardoza”) filed his Fourth Amended Complaint (“FAC”) asserting claims on behalf of himself and as a putative class representative for certain present and former employees of Defendant Cintas Corporation (“Cintas”);

WHEREAS, in the FAC, Cardoza individually asserted claims under the Civil Rights Act of 1866, 42 U.S.C. §1981, as amended by the Civil Rights Act of 1991 (“Section 1981”), Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e, *et seq.*, as amended (“Title VII”), California Fair Employment and Housing Act, California Government Code § 12940, *et seq.* (“FEHA”), and Business and Professions Code § 17200, *et seq.* (“Section 17200”), specifically contending that Cintas refused to hire and then promote him to a driver (“Sales Service Representative” or “SSR”) position because of his race (Hispanic) and national origin (El Salvador) (FAC ¶ 6), and that he resigned on or about August 6, 2003 as a result of that discrimination;

WHEREAS, in the FAC, Cardoza sought to assert claims as a class representative for Hispanics who allegedly were discriminated against by Cintas’s decisions not to hire or promote them to the SSR position in Cintas’ Rental Division in violation of Section 1981, Title VII, FEHA and Section 17200 (FAC ¶¶ 33-40, 48(c), 49(b));

WHEREAS, Cardoza does not have standing to assert any of the claims he has alleged in his FAC because:

1 (1) Cardoza filed a Voluntary Petition for relief under Chapter 7 of the  
2 Bankruptcy Code in the United States Bankruptcy Court for the Northern District of  
3 California, Case No. 05-42541, on May 11, 2005;

4 (2) In his Voluntary Petition Cardoza represented to the Court that he had  
5 no “suits and administrative proceedings, executions, garnishments and attachments”;

6 and

7 (3) The Bankruptcy Court issued a Discharge of Debtor and Final Decree  
8 on August 2, 2005, based on Cardoza’s representations.  
9

10 WHEREAS, Cardoza intends to dismiss both his individual and class claims  
11 and therefore cannot serve as a class representative for any form of relief sought on behalf  
12 of the putative class described in paragraphs 48(c) and 49(b) of the FAC; and  
13

14 WHEREAS, Cardoza has agreed to dismiss with prejudice his individual  
15 and class claims against Cintas in exchange for Cintas’ waiver of its right to recover costs  
16 against Cardoza pursuant to Federal Rule of Civil Procedure 54(d).  
17

18 **STIPULATION**

19  
20 THE PARTIES, BY AND THROUGH THEIR COUNSEL, HEREBY  
21 STIPULATE AS FOLLOWS:  
22

23 1. Plaintiff Luis Pocasangre Cardoza (“Cardoza”) withdraws as a named,  
24 representative plaintiff and dismisses with prejudice his class claims for the putative class  
25 of Hispanic applicants and Hispanic employees in Cintas’ Rental Division who contend  
262 they were denied hiring or promotion to driver (“SSR”) positions in violation of Section  
7 1981, Title VII, FEHA and Section 17200;  
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3 2. Cardoza dismisses with prejudice his individual claims for  
4 discriminatory failure to hire and failure to promote in violation of Section 1981, Title VII,  
5 FEHA and Section 17200, and for a resignation resulting from discrimination;

6  
7 3. Plaintiffs' counsel will not include any attorneys' fees or costs incurred  
8 as part of maintaining Cardoza's individual claims (or the class claims Cardoza has  
9 asserted if there is no adequate class representative to represent the putative class  
10 described in paragraphs 48(c) and 49(b) of the FAC), should they later apply for an award  
11 of attorneys' fees or costs in this litigation. However, if Plaintiffs or Plaintiffs' counsel  
12 apply for an award of attorneys' fees and costs, this stipulation will not preclude them  
13 from arguing that some portion of the time and costs spent on the class claims asserted by  
14 Cardoza should be allocated to a claim on which Plaintiffs prevailed (including a claim of  
15 discrimination in hiring for the SSR job, if Plaintiffs prevail on that claim); nothing in this  
16 stipulation will preclude Defendant from asserting any legal arguments in opposition to  
17 such an allocation; and nothing in this stipulation will preclude the Court from ruling that  
18 such an allocation should or should not be made; and

19 4. Cintas waives its right to recover costs against Plaintiff Luis  
20 Pocasangre Cardoza after the dismissal of his individual and putative class claims as  
21 permitted by Federal Rule of Civil Procedure 43(d).  
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1 DATED: MARCH 8, 2006

Respectfully submitted,

3 By: /S/ MORRIS J. BALLER

4 MORRIS J. BALLER

5 Morris J. Baller  
6 Roberta L. Steele  
7 Nina Rabin  
8 GOLDSTEIN, DEMCHAK, BALLER, BORGAN &  
9 DARDARIAN  
300 Lakeside Drive, Suite 1000  
Oakland, CA 94611  
Phone: (510) 763-9800  
Fax: (510) 835-1417

10 Paul Strauss  
11 Robert S. Libman  
12 Nancy Maldonado  
13 MINER, BARNHILL & GALLAND  
14 14 W. Erie Street  
Chicago, IL 60610  
Phone: (312) 751-1170  
Fax: (312) 751-0438

15 *Counsel for Plaintiffs Robert Ramirez, et al.*

17 DATED: MARCH 8, 2006

By: /S/ NANCY L. ABELL

18 NANCY L. ABELL

19 Nancy L. Abell  
20 Elena R. Baca  
21 Heather A. Morgan  
22 Joseph W. Deng  
23 PAUL, HASTINGS, JANOFISKY & WALKER LLP  
515 South Flower Street, 25th Floor  
Los Angeles, CA 90071-2228  
Phone: (213) 683-6000  
Fax: (213) 627-0705

24 *Counsel for Defendant Cintas Corporation*

**ORDER**

BASED ON THE PARTIES' STIPULATION AND GOOD CAUSE

APPEARING THEREFORE, this Court finds that Plaintiff Luis Pocasangre Cardoza may not represent the alleged class of Hispanic applicants who contend that they were discriminated against when they were not hired, and the alleged class of Hispanic employees who contend that they were discriminated against when they were not promoted, to driver ("SSR") positions in Cintas' Rental Division in violation of Section 1981, Title VII, FEHA and Section 17200 as set forth in the Fourth Amended Complaint at paragraphs 33-40, 48(c), and 49(b); on this basis the Court DISMISSES WITH PREJUDICE Plaintiff Luis Pocasangre Cardoza's claims on behalf of this alleged class.

This Court DISMISSES WITH PREJUDICE Plaintiff Luis Pocasangre Cardoza's individual claims that Cintas has violated Section 1981, Title VII, FEHA and Section 17200 by allegedly refusing to hire him as an SSR and refusing promote him to an SSR position because of his race (Hispanic) and national origin (El Salvador), and by causing him to resign as a result of discrimination.

The Court also finds that Plaintiffs' counsel is not entitled to recover any amount in attorneys' fees and costs attributable to pursuing Cardoza's individual claims herein (or the class claims Cardoza has asserted if there is no adequate class representative to represent the putative class described in paragraphs 48(c) and 49(b) of the FAC).

The parties have agreed that Plaintiffs' counsel will not include any attorneys' fees or costs incurred as part of maintaining Cardoza's individual claims (or the class claims Cardoza has asserted if there is no adequate class representative to represent the putative class described in paragraphs 48(c) and 49(b) of the FAC), should they later apply for an award of attorneys' fees or costs in this litigation. However, if Plaintiffs or

1 Plaintiffs' counsel apply for an award of attorneys' fees and costs, this Order will not  
2 preclude them from arguing that some portion of the time and costs spent on the class  
3 claims asserted by Cardoza should be allocated to a claim on which Plaintiffs prevailed  
4 (including a claim of discrimination in hiring for the SSR job, if Plaintiffs prevail on that  
5 claim); and nothing in this Order will preclude Defendant from asserting any legal  
6 arguments in opposition to such an allocation.  
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8 Finally, Cintas may not recover costs against Plaintiff Luis Pocasangre  
9 Cardoza.

10 IT IS SO ORDERED.  
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13 DATED: March 9, 2006

  
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HONORABLE JEFFREY S. WHITE  
United States District Judge

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